The Constance Bridgeman Centre

Baker Clause Policy Statement

Written on

October 2026

Due for review on

October 2027

CONTENTS

RATIONALE 3
COMMITMENT 3
AIMS 3
DEVELOPMENT 3
LINKS WITH OTHER POLICIES 4
EQUALITY AND DIVERSITY 4
REQUESTS FOR ACCESS 4
GROUNDS FOR GRANTING ACCESS 4
FACILITIES PROVIDED 4
LIVE/VIRTUAL ENCOUNTERS 4
PARENTS AND CARERS 4
MANAGEMENT 4
MONITORING AND REVIEW 5
COMPLAINTS PROCEDURE 5

RATIONALE

High-quality careers education and guidance is critical to our pupils' futures. At the Constance Bridgeman Centre (CBC), we recognise that many of our pupils have experienced disrupted education and require tailored, impartial information about the full range of opportunities available to them. Access to further education, training, and apprenticeship providers is therefore essential in raising aspirations, reducing the risk of pupils becoming NEET, and ensuring they are prepared for positive transitions beyond school.

COMMITMENT

CBC is committed to ensuring that all pupils are fully informed about their options post-16, including technical education, apprenticeships, vocational routes, and higher education. The school acts impartially, does not promote any one route over another, and welcomes providers to engage directly with pupils.

AIMS

The aims of this policy are to:

- **Broaden horizons** by ensuring all pupils, regardless of background or prior educational disruption, are fully informed about the wide range of post-16 opportunities, including apprenticeships, technical education, vocational routes, and higher education.
- **Promote equality and inclusion** by guaranteeing that access to providers is impartial, accessible, and tailored to meet the diverse needs of our learners, including those with SEND and SEMH needs.
- **Equip pupils for decision-making** by providing them with meaningful encounters with education, training, and employment providers, enabling them to make confident and well-informed choices about their future.
- **Support progression and reduce NEET** by embedding careers education that motivates pupils, raises aspirations, and ensures positive and sustainable destinations.
- **Strengthen employability skills** by linking information from providers with the wider Careers Programme, including employability workshops, application support, and personal guidance.

DEVELOPMENT

This policy has been developed in line with current statutory guidance from the Department for Education and best practice across Redbridge schools. It is reviewed annually by the Careers Leader Kori Simmons, in consultation with the Senior Leadership Team.

LINKS WITH OTHER POLICIES

This policy is supported and underpinned by key school policies, including those for Careers Education, Child Protection and Safeguarding, Equality and Diversity, and Special Educational Needs and Disabilities (SEND). Together, these policies ensure that provider access is delivered in a safe, inclusive, and supportive environment for all pupils.

EQUALITY AND DIVERSITY

Access to providers is promoted and available to all pupils at CBC, regardless of background, gender, ethnicity, or special educational needs. The school is committed to ensuring that all pupils are given impartial information and equal opportunity to engage with further education, training, and apprenticeship providers. Pupils are encouraged to make informed decisions about their future based on unbiased information, ensuring fair access to all possible pathways.

REQUESTS FOR ACCESS

Requests for access from training providers, colleges, apprenticeship organisations, or employers should be directed to the Careers Leader at CBC, Mr Kori Simmons.

- **Email:** korisimmons@nrhs.redbridge.sch.uk / cbcadmin@nrhs.redbridge.sch.uk
- **Telephone:** 020 3960 0649

GROUNDS FOR GRANTING ACCESS

Access will be granted during timetabled careers lessons, PSHE sessions, World of Work events, assemblies, and other appropriate activities. Flexible arrangements will be considered for individual or small group sessions, in line with the needs of our pupils.

FACILITIES PROVIDED

CBC will make appropriate facilities available to providers, including classrooms, meeting spaces, IT access, and audio-visual equipment where required. All visitors must comply with safeguarding requirements and will be supervised by staff at all times.

LIVE/VIRTUAL ENCOUNTERS

Where face-to-face visits are not possible, CBC will facilitate live or pre-recorded virtual encounters with providers, ensuring pupils still have access to meaningful information.

PARENTS AND CARERS

CBC encourages the involvement of parents and carers in supporting career decisions. Where appropriate, parents and carers will be invited to attend events or access resources alongside pupils.

MANAGEMENT

The Careers Leader, Mr Kori Simmons, co-ordinates all provider requests and ensures

compliance with the Baker Clause. He is supported and line-managed by the Headteacher of CBC (Ernest Regisford), who has overall responsibility for careers education, information, advice, and guidance (CEIAG) across the school.

MONITORING AND REVIEW

This policy will be reviewed annually by the CEIAG Co-ordinator and the Senior Leadership Team. Feedback from pupils, parents, staff, and providers will inform future updates.

COMPLAINTS PROCEDURE

Any complaints regarding this policy or provider access should be raised in line with the CBC Complaints Policy, which is available from the school office or on the school website.

If you are unsure who to contact, please reach out via:

- **Telephone:** 020 3960 0649
- **Email:** cbcadmin@nrhs.redbridge.sch.uk

Policy Co-ordinator: Mr Kori Simmons
Reviewed: October 2026